

## **Sustainability Policy**

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*Sustainability is a key consideration for Fisher Productions Holdings throughout all of its business activities. Our brand values are reliability, excellence, creativity, integrity, sustainability and fun, and we believe that incorporating sustainability as a core value will lead to the long-term success of the business and the industry as a whole.*

*As a company, Fisher Productions Holdings upholds the sustainability principles of inclusivity, integrity, stewardship and transparency, incorporating these into every aspect of our business.*

### **Inclusivity**

*We believe that it is important to consult widely with as many parties as are affected by our work, both at HQ and onsite.*

*The consulting process gives us the opportunity to amend our practices to provide the best balance of the needs of all parties.*

*We seek to promote equal opportunities wherever possible and also to consider the needs of local communities and any potential positive or negative impact of our activities upon them.*

### **Integrity**

*It is important to all employees that we live up to our own promises and deliver consistently high standards.*

*We consider our sustainability, environmental and health and safety policies to be key commitments, alongside our legal obligations.*

### **Stewardship**

*Fisher Productions Holdings have considered the environmental impact of their activities to be important for many years.*

*We have worked hard over the last ten years to review and improve the environmental impact of our events and head office activities and are committed to further improvements.*

*Data for usage and wastage is constantly collected and reviewed. We realise that the influence we have on the decision our clients make for their events is limited, but are keen to have a positive impact where we can.*

### **Transparency**

*The commitment that we have towards integrity informs our approach to transparency.*

*We are committed to preserving the confidentiality required of us by our clients regarding the work that we do for them and in our commitment to our stakeholders ensure that where appropriate, we release information and inform as openly as possible.*

*Our operating procedures are clearly stated and are open for inspection. As a business, all of our activities are governed by these procedures and we believe that this makes our approach to our work fully transparent.*

*The scope of certification to ISO20121:2012 is applied to the Fisher Productions Holdings operations and covers:*

**Full event creative and technical event production services**

**Bespoke Staging services**

**Hire of equipment**

As part of our sustainability policy, we affirm the following commitments:

- To provide leadership within the field of sustainable development of events
- To continually improve our company
- To consider supply chain organisations
- To work across the entire event life cycle, from concept through planning, implementation and final evaluation and review
- To identify any sustainable development issues, especially those issues that have been identified as significant for the organisation
- To comply with our legal and other contractual obligations
- We will communicate our policy and environmental initiatives openly to all interested parties, including those working for and on behalf of the organisation and relevant suppliers and subcontractors

Our values, based upon our sustainable development principles of inclusivity, integrity, stewardship and transparency are:

### **Client Focus**

We define client focus as understanding the vision, brand and expectations of each relationship and applying this knowledge to every project that we deliver and is measured by exceeding expectations, building confidence and trust with our clients to ensure Fisher is their preferred supplier.

### **Reliability**

We define reliability as being recognised as an organisation that all clients, suppliers and staff have confidence in to fulfil and surpass its obligations and will be demonstrated by our striving to: always deliver quality; always be punctual; always be calm under pressure; always be flexible and understanding of clients', and others', needs.

### **Excellence**

We define excellence as the surpassing of ordinary standards and will be demonstrated by striving to surpass ordinary standards in everything we do as measured by our clients and staff.

### **Creativity**

We define creativity as being the combination of vision, imagination, inventiveness, innovation and ambition that we bring to each project and will be demonstrated in the way we apply the above qualities to each project as verified by our clients.

### **Integrity**

We define integrity as adhering to the principles of trustworthiness, discretion, loyalty and respect and will be demonstrated via the consistency and truthfulness of our actions, behaviours and methods in every aspect of the business.

### **Sustainability**

We define sustainability as approaching all aspects of our business in a commercially successful way whilst contributing positively to and reducing our impact on the environment, both internally and externally and will be demonstrated via our continued involvement in and certification of ISO2012:2012. This is independently audited by BSI.

### **Fun**

We define fun as enjoying being involved and/or interacting with Fisher. Our commitment to fun will be demonstrated by striving to create an environment in which work and interaction is thoroughly enjoyable without compromising professionalism.

We believe that our purpose and values provide an effective framework for our policies, objectives and targets (KPIs) as defined within the scope of our business management system.

Signed:



Graham Beswick  
Chief Executive Officer  
September 2015